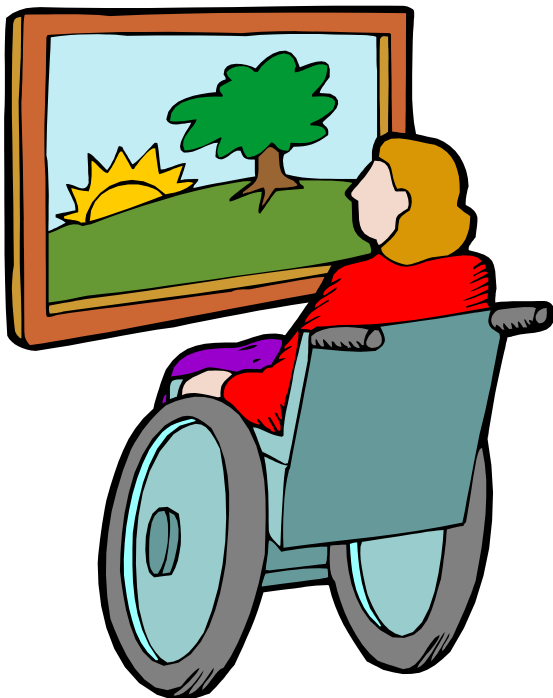


THREE YEAR ADA PLAN

2005-2008



ACCESSIBILITY PLAN

Date: December 5, 2005
To: Council Members and Staff
From: Wayne D. Cook and Dr. Olivia Raynor
Re: Three Year Accessibility Plans (2005-2008)

OBJECTIVES AND OUTCOMES

A three-year plan (2005 –2008) to continue the process of making all of the California Arts Council's (CAC) programs and services in the arts accessible to people with and without disabilities. This plan is in alignment with the currently CAC Strategic Plan (2006). Each proposed objective contains the corresponding CAC Strategies.

1. To develop programs, educate and assist grantees and increase staff knowledge concerning the Americans with Disability Act (ADA) in order to ensure that access is incorporated throughout the CAC. (Strategy 1-b)
2. To plan regional technical assistance workshops for CAC grantees, including producing, presenting and service organizations on physical and programmatic accessibility to the arts. (Strategy 1-f)
3. To work with other state agencies to create opportunities for artists with disabilities and arts accessibility throughout the state. (Strategy 1-a)
4. To continue supporting the ADA Professional Development and Technical Assistance Program. (Strategy 4-b)

BACKGROUND

Federal law requires that services, benefits that are administered, authorized and participated in by the CAC, its grantees, delegated agencies, contractors, providers or others shall comply with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) of 1990. The California Arts Council, a state agency, is accountable under Title II of the ADA.

The CAC must assure itself that organizations with which it contracts agree to conduct their programs, activities and services in such a manner as to allow the Title II agency to meet its obligations under the ADA. Currently the CAC includes compliance language in its contracts to assure that their grantees are meeting the requirements under the law and has a designated ADA/504 Officer.

In 1996, Dr. Olivia Raynor, the Director of the UCLA-based National Arts and Disability Center (NADC) began collaborating with Wayne D. Cook, ADA/504 Coordinator, regarding access issues for artists and audiences with disabilities in California. Before the CAC received substantial cuts in services and programs the two organizations

collaborated to develop strategies and methods for educating the field through technical assistance workshops.

A number of those methods and strategies included:

- The CAC conducted technical assistance workshops on CAC programs and application processes for artists with and without disabilities at artists and organizational conferences and workshops throughout the state.
- The CAC has provided scholarships to artists with and without disabilities to attend professional development activities that focused on accessibility issues.
- The NADC in collaboration with the CAC has conducted technical assistance workshops on accessibility and the arts at all CAC Contractors Conferences.
- In collaboration with NADC the CAC continued to provide accessibility workshops in the state to receive input from the community on ways the state arts council can better serve the disability community.
- We began to develop the CAC web site as a resource for information concerning ADA and the arts.
- Provided leadership in California as catalyst in making positive changes to all services and programs that the CAC offers, as they relate to arts and accessibility.

THREE YEAR PLAN 2005-2008

1. Assure that the application process addresses the issue of accessibility as an integral part of the application and review.
 - a. The CAC should work towards including specific criteria and procedures in the review process, which will prompt applying organizations to include in their long and short-term goals issues of disability and access.

ACTION PLAN: Schedule a series of meetings with CAC staff to take a look at each program application and identify criteria for determining whether applying applicants are accessible.
2. Facilitate a discussion and implementation plan with staff on including artists with disabilities on the Peer Review Panels.
 - a. The ADA/504 Coordinator should work with the program staff to enable artists with disabilities to have representation on CAC panels in all programs.

Budget consideration: Having artists with disabilities on panels may make it necessary to budget additional money for travel and/or lodging and other accommodations.

ACTION PLAN: Before the next funding cycle, prepare a list for the staff of potential panelists of artists with disabilities.

3. Provide training from The National Art and Disability Center (NADC) to the CAC's ADA/504 Coordinator and the CAC staff.
 - a. To develop programs and educate staff concerning ADA in order to ensure that access is incorporated throughout the CAC programs and services.
 - b. Provide staff training in the following areas:
 - Awareness of basic legal requirements of ADA federal guidelines and regulations
 - Tools to assist staff in the application of the ADA to their program activities
 - Sensitivity and communication skills with artists and audiences with disabilities
 - Examples of successful efforts undertaken by regional, state and local arts groups
 - Services and support for artists and audiences with disabilities in California

ACTION PLAN: Schedule an information and assistance workshop for staff in the CAC office. October is disability awareness month.

4. Work with the Technical Staffs of NADC and the CAC to continue building the CAC's Web Site to be accessible to people with disabilities. Website should meet the federal guidelines for accessibility.
 - a. Web Master - Work with WC3 compliance and the federal guidelines for web accessibility.
 - b. Include on our website home page the Step-by-Step Guide to Accessible Arts in California training manual which was previously developed through collaboration with the NADC.

[A Step by Step Guide to Accessible Arts in California](#)

ACTION PLAN: Meet with the Web Master to discuss upgrading the website and schedule a meeting in January and February 2003 with the web designer from NADC to assist in the process.

5. Utilizing information by the CAC, NADC, VSA and others to establish and maintain a web page with art and culture performances, workshops, employment opportunities and services for the disability community in California.
 - a. Partner with Web sites that already exist to make available information and services for artists with disabilities. Website would resemble Culture Vista with performances, activities and services for artists with disabilities.

ACTION PLAN: Investigate existing websites to determine feasibility of developing a site that incorporates universal access for people with disabilities.

6. Continue the successful Arts and Accessibility Technical Assistance Program. Set four deadlines for 2005-2008.

PROGRAM DEADLINES

Submission Dates:

February 21, 2005
May 16, 2005
August 15, 2005
December 19, 2005

Notification Dates:

March 7, 2005
June 6, 2005
September 5, 2005
January 9, 2006

Budget

18 requests at \$500.00 each

\$9000.00

ACTION PLAN: Prepare the brochure and outreach plan in January 2005 to announce the February 21 deadline to the field.

7. Provide professional development to organizations funded in the Arts and Accessible Technical Assistance Program.
 - a. Work with NADC to develop a pool of expert consultants to assist organizations in continuing the development of an ADA plan for the organization.

ACTION PLAN: inform funded organizations after each notification date that this service is available as an extension of the Arts and Accessibility Technical Assistance Grant. Schedule a follow-up meeting with consultant.

8. Continue to provide technical assistance workshops throughout the state on issues of the arts and disability.
 - a. Plan regional technical assistance-training workshops for CAC organization grantees in 2005-2008. Sites could include San Diego, Fresno and San Francisco.
 - b. Prepare summary recommendations from each region.

- c. Present a summary action plan to staff regarding the implementation of regional workshops to enhance the capacity of the California arts community towards ADA compliance and inclusion.

ACTION PLAN: In February 2006, set dates, locations and agendas for the three technical assistance workshops.

- 9. Collaborate with other state agencies and arts organizations to begin developing an infrastructure in California focusing on artists with disabilities.

- a. Develop an Interagency program with other state agencies to create opportunities for artists with disabilities and arts accessibility throughout the state.: CAC, VSA California, NADC, California Department of Education, the State Council on Development al Disabilities, the Department of Rehabilitation, the Governor's Committee on the Employment of Persons with Disabilities, the University of San Francisco and the Independent Living Centers of California. This is Strategy 1-a in the CAC's new three-year plan.

ACTION PLAN: Develop and schedule a meeting in 2006 of all state agencies interested in networking and collaborating to advance the idea of making all programs and services in the state accessible to people with and without disabilities.

- 10. Develop a working relationship with the California Department of Education to identify opportunities in the state where teachers and artists can take classes and/or professional development workshops to increase their knowledge and skill in working with mainstreamed students in the arts.

- a. Look to existing opportunities in the state (Artwork and Demonstration grants, The California Arts Project, Exemplary Arts and the Arts Partnership in Education grants, Professional Organizations) in which part of the training could include training artists and teachers in working with students with disabilities.

ACTION PLAN: Schedule a meeting with the Visual and Performing Arts consultants at CDOE in February or March 2003 to discuss this issue.

- 11. Provide capacity building opportunity to VSA Coordinators throughout the state.

- a. Provide support to VSA California and the disability community to bring together the 15 VSA Festival Coordinators from around the state. The gathering will be the first step in building capacity of these organizations to create stronger coalitions with similar issues of disability and creating collaboration with the CAC and NADC to forward arts and disability issues in the state.

ACTION PLAN: Work with VSA and NADC in January 2003 to plan and develop a gathering of VSA festival coordinators to be held in 2003.

12. Collaborate with VSA California to apply for a "Careers in the Arts," grant from the NEA.

- a. Write an application with VSA California to the National Endowment for the Arts Accessibility Program on presenting forums on "Careers in the Arts." Three forums will be presented, one in City of Orange, Fresno and Oakland that will look at increasing opportunities for artists with disabilities in employment and careers in the arts. Out of the forums will come action plans to overcome obstacles to assist artists with disabilities with clear pathways to forward their career choices.
- b. Institute a working advisory committee of Private and Public Agencies to explore issues related to the employment of artists with disabilities. Advisory committee members include: CAC, VSA California, NADC, California Department of Education, the State Council on Development al Disabilities, the Department of Rehabilitation, Governor's Committee on the Employment of persons with disabilities, the University of San Francisco and the Independent Living Centers of California.

ACTION PLAN: Collaborate with VSA and NADC in December 2002 and January 2003 to write a grant for Careers in the Arts forums to be held in August 2003.

13. Contribute to the update of the "Design for Accessibility" Handbook.

- a. Assist the NEA in the revision of the accessibility handbook to include changes in California.

ACTION PLAN: Provide information in December 2002 and January/February 2003 to the NEA on updating the Design for Accessibility handbook.

14. Continue to provide services (such as Peer Panel Review) through the Interagency Program to assist state agencies in advancing the employability of persons with disability.

- a. The CAC provided expertise with the adjudicating the State Council on Developmental Disabilities's "Poster Contest." Three artists with disabilities were given awards with the "Hire Value" poster contest.

ACTION PLAN: Continue to work with the State Council on Development Disabilities and others with panels for their "Poster Contest" "Hire Value."